



Kern County Builders Exchange

September 22, 2020

21-JT-19-R09

Channing Shepard
Environmental Protection Agency Headquarters
1200 Pennsylvania Avenue N.W.
Mail Code: 5105T
Washington D.C. 20460

Dear EWDJT Selection Committee,

The Kern County Builders Exchange (KCBEX) is submitting the attached application for the Environmental Protection Agency’s Environmental Workforce Development and Job Training Grant (RFA NO: EPA-OLEM-OBLR-20-03). Kern County is the nation’s third largest county for oil and gas production in the United States. The demand for petroleum cleanup of the tens of thousands of wells will continue to accelerate as legislation and decreased demand phases out the local petroleum industry.

KCBEX’s proposal serves two functions:

The *immediate goal* of the EWDJT grant, by preparing 60 trainees for careers in environmental remediation of petroleum brownfields through 240 hours of quality education.

The *long-term goal* of using the curriculum developed and delivered by KCBEX as a blueprint for other non-profit vocational education programs to adopt for trainees entering the industry. There-by scaling the impact of the EWDJT grant for years to come.

KCBEX has been a successful grantee of several Federal grants, including the Department of Labor’s Susan Harwood Safety Training and Education grant, as well as the Department of Defense’s Procurement Technical Assistance Program for small business businesses. The capacity built through those Federal grants includes a dedicated training center, webcast training production studio, and a staff of in-house trainers. This capacity will be leveraged with over 90 years of community partnership to deliver the mission of the EWDJT grant, with excellence. Below is an outline of the Eligibility Criteria.

A.) Applicant Identification – Kern County Builders Exchange (KCBEX); 4130 Ardmore Avenue STE 100, Bakersfield, CA 93309; DUNS # 151325925

B.) Threshold Criteria Eligibility

1. **Applicant Eligibility** – Nonprofit organization 501(c)(6), documentation in the application
2. **Duplication of Environmental Job Training Programs** – The proposed project does not duplicate other federally-funded environmental job training programs. Although KCBEX is a grantee for other Federal grants, those programs do not target environmental job training. In the event a training topic duplicates other Federal grant funding, the EWDJT program will be prioritized.
3. **Required HAZWOPER Training** – 40-hour Hazardous Waste Operations and Emergency Response (HAZWOPER) is included in the training curriculum. The course will meet the requirements of OSHA 29 CFR 1910.120, as well as any requirements unique to CalOSHA’s Title 8 § 5192 HAZWOPER standard. Details for the training is provided in the narrative on page 4.
4. **Federal Funds Requested** - \$200,000



5. **Substantial Conformity with Instructions and Format Requirements** - Requirements for the EWDJT grant are similar to other Federal grants awarded to KCBEX. The systems put in place by KCBEX to manage compliance, reporting, and quality assurance will be leveraged to ensure conformity with the EWDJT grant instructions and requirements. ACRES will be integrated into KCBEX's reporting processes. Additional details are provided on page 15 of the narrative.
6. **Training Curriculum Chart Indicating Cost of Each Course** – Training will be delivered by qualified in-house trainers. The cost of training below is on a \$170,100 Instruction and Training budget for 60 trainees and a training curriculum of 240 hours.

| Course Topic | Cert Type | Course Hours | Start - End Date | Total Course Cost | % of Grant Budget |
|---------------------------------------|-----------|--------------|------------------|-------------------|-------------------|
| Oil and Gas Remediation Processes | Industry | 8 | Week 1a | \$ 5,670 | 3% |
| RCRA Hazardous Waste Management | Federal | 16 | Week 1b | \$ 11,340 | 6% |
| Sampling, Monitoring, and Reporting | Federal | 16 | Week 1c | \$ 11,340 | 6% |
| HAZWOPER 40 Hour | Federal | 40 | Week 2a | \$ 28,350 | 14% |
| Welding, Cutting, and Hot work | State | 4 | Week 3a | \$ 2,835 | 1% |
| Lead and Asbestos | Federal | 4 | Week 3b | \$ 2,835 | 1% |
| CPR / First Aid / AED | Federal | 6 | Week 3c | \$ 4,253 | 2% |
| H2S in Oil and Gas Production | Industry | 2 | Week 3d | \$ 1,418 | 1% |
| Confined Space Entry | State | 8 | Week 3e | \$ 5,670 | 3% |
| Confined Space Entry Tier II Rescue | Industry | 16 | Week 3f | \$ 11,340 | 6% |
| Line Locating | Industry | 8 | Week 4a | \$ 5,670 | 3% |
| Excavation Competent Person | State | 8 | Week 4b | \$ 5,670 | 3% |
| Transportation Load Securement | Industry | 4 | Week 4c | \$ 2,835 | 1% |
| Powered Industrial Truck Operator | State | 4 | Week 4d | \$ 2,835 | 1% |
| Risk Assessments (JHA, Environmental) | Industry | 16 | Week 4e | \$ 11,340 | 6% |
| OSHA 30 Hour | Federal | 30 | Week 5a | \$ 21,263 | 11% |
| Functional Ergonomics | Industry | 4 | Week 5b | \$ 2,835 | 1% |
| Walking and Work Surfaces | State | 4 | Week 5c | \$ 2,835 | 1% |
| Communicable Disease Prevention | Industry | 2 | Week 5d | \$ 1,418 | 1% |
| Fall Protection Competent Person | State | 4 | Week 6a | \$ 2,835 | 1% |
| Electrical Exposure & Power Lines | Industry | 4 | Week 6b | \$ 2,835 | 1% |
| Emissions and Air Permitting | Industry | 4 | Week 6c | \$ 2,835 | 1% |
| Extreme Temperatures (Heat Illness) | State | 4 | Week 6e | \$ 2,835 | 1% |
| Silica and Dust Control | State | 4 | Week 6d | \$ 2,835 | 1% |
| Valley Fever Awareness | State | 2 | Week 6f | \$ 1,418 | 1% |
| Protection from Wildfire Smoke | State | 2 | Week 6g | \$ 1,418 | 1% |
| Blueprint Reading | Industry | 8 | Week 6h | \$ 5,670 | 3% |
| Threatened and Endangered Species | Industry | 4 | Week 6i | \$ 2,835 | 1% |
| Drug and Alcohol Reasonable Suspicion | State | 2 | Week 6j | \$ 1,418 | 1% |
| Sexual Harassment | State | 2 | Week 6k | \$ 1,418 | 1% |

7. **Plans for Delivering Training** – All training will be delivered in-person at the KCBEX facility, which hosts two trainings rooms that can accommodate up to 12 trainees in each room with social distancing in place. Training will be scheduled in 5 cohorts of 12 trainees to keep classes small enough for social distancing and not disrupt the cohort if social distancing measures are put in place. In the event of restrictions to in-person training, KCBEX also has a broadcast-grade production studio for webinar training and enough space to accommodate social distancing for training sessions requiring in-person skills assessments and demonstrations. Accommodations

will be made for trainees to access laptops for the online training. Training attendance, assessments, and instructor feedback will be tracked in the same learning management system KCBEX uses to track and report the rest of its training catalog. Additional details are available in the project narrative on page 6, including differentiated plans for COVID restrictions.

8. **Target Area** – The majority of California’s petroleum industry is located in Kern, Ventura, Santa Barbara, San Luis Obispo, Fresno, Tulare and Kings counties. Training will be hosted in Kern County, but outreach and job placement will target these adjacent counties. These counties are represented by the following Congressional Districts; 23, 21, 22, 26, 24, 20.
9. **Previous Funding** – KCBEX has not received previous EWDJT grant funding

C.) Grant Type – Environmental Workforce Development and Job Training (EPA-OLEM-OBLR-20-03)

D.) Location – We will serve Kern County and adjacent counties with high petroleum remediation demands (Ventura, Santa Barbara, San Luis Obispo, Fresno, Tulare and Kings counties).

E.) Contacts

- **Project Director** – Jason Arvizu, Safety and Risk Advisor, 661-809-4417, training@kcbex.com, 4130 Ardmore Avenue STE 100, Bakersfield, CA 93309
- **Executive Director** – Mikin Plummer, Executive Director, 661-747-5402, mikinp@kcbex.com, 4130 Ardmore Avenue, STE 100, Bakersfield, CA 93309

F.) Project Period – The project period will be for a period of three years, with the final third year focused on graduate tracking and ad hoc reporting for the EPA.

G.) Population – The total population for the proposed service area is 4,045,040. Other metrics demonstrate the need for the area’s population.

| Metric | Project Area | National Average |
|------------------------|--------------|------------------|
| Unemployment Rate | 16% | 13% |
| Poverty Rate | 20% | 14% |
| Minority Rate | 51% | 37% |
| No High School Diploma | 22% | 11% |

H.) Training – The proposed curriculum was developed in partnership with environmental remediation companies who specialize in remediation of petroleum brownfields. All topics are directly associated with petroleum brownfield assessment and cleanup training. This includes the awareness level and intermediate level training that is required to safely operate in oil and gas fields for well plugging and abandonment, decommissioning of surface petroleum production facilities, excavation of contaminated sites, containment of spills, and confined space entry of facilities and excavations. Further details are provided on page 4 of the project narrative.

Thank you again for considering the Kern County Builders Exchange as a partner for the FY21 Environmental Workforce Development and Job Training Grant. We believe our past performance for training and education grants, community partnerships, and support for the third largest oil petroleum-producing county in the Nation positions us as a competitive candidate. Please let us know if you have any questions or would like to discuss further.

Sincerely,



Mikin Plummer
Executive Director
Kern County Builders Exchange

1. Community Need

The Kern County Builders Exchange (KCBEX) was established in 1929 nonprofit to support the needs of construction workers and small businesses in Kern County, California. KCBEX has identified an opportunity to mitigate layoffs and environmental risks in the local petroleum industry by training workers to remediate idle oil and gas wells and other petroleum brownfields throughout the region. The proposal’s service area includes Kern County and the adjacent counties also impacted by California’s petroleum industry decline; Fresno, Kings, San Luis Obispo, Santa Barbara, Tulare, and Ventura Counties.

If not remediated, these wells can potentially contaminate water supplies, release toxic emissions and flammable gases from their casings and the pipes that connect to them. Uncapped, these wells also release a potent greenhouse gas, methane, that helps drive climate change. The majority of the identified idle wells are found in the rural communities of KCBEX’s service areas.

The majority of California’s petroleum brownfield remediation liabilities is represented by the proliferation of oil and gas wells idled by producers. Idle wells are those that have been placed out of service because it is cost prohibitive to continue to operate them. These wells are reported to the State of California for monitoring. These wells could be placed back in service if the economics, such as oil price and repair costs, justify the investment. Recent legislation in California incentivizes accelerating remediation of idle wells. A fee is paid for each idle well and recurring integrity testing of the wellbore quickly outweigh the expense of retaining the idle well. Petroleum companies are also required to remediate a percentage of their idle well inventory.

Therefore, most idles will never be turned back on and ultimately will be remediated by being “plugged and abandoned”. The surface facilities (e.g., tanks and piping) connected to these wells and the adjacent soil will also need to be remediated, increasing the demand for workers to meet the remediation demand.

As the third largest oil and gas producing county in the Nation, Kern County is most impacted by the increase of idle wells in California. According to the California Department of Conservation, California has a total of 21,426 idle wells, with 10,063 or 47% located in Kern County alone. If you expand the area to the counties adjacent to Kern, the statistics increases to 79% of California’s idle wells (or 16,997 wells).

Other petroleum operations, separate from well infrastructure, also require remediation. According to the California State Water Resources Control Board, there are 816 open cases associated with brownfield sites, such as water ponds, injection water, other oil and gas related sites. Over 700 of these cases are located in our proposed service areas, accounting for 88% of the state’s open cases.

The table below provides a summary of the proposed service area represented and the scope of pending petroleum brownfield remediation demand in KCBEX’s service area.

Table 1: Scope of Petroleum Remediation Demand in Proposal Service Area

| Service Area County | Idle Wells (Likely to be Remediated) | Other Open Petroleum Brownfield Site Projects |
|------------------------|--------------------------------------|---|
| Kern | 10063 | 575 |
| Fresno | 2894 | 41 |
| Kings | 208 | 9 |
| San Luis Obispo | 217 | 28 |
| Santa Barbara | 1517 | 22 |
| Tulare | 5 | 4 |
| Ventura | 2093 | 37 |
| Total | 16997 | 716 |
| % of California | 79% | 88% |

KCBEX has the capacity to be a dedicated training source for petroleum brownfield remediation workers, by providing workers with the necessary training to overcome skill gaps. KCBEX also has an extensive network of community partners to recruit local trainees and place them in living-wage environmental positions that eliminate the threat of hazardous substances to residents and neighborhoods. This training program will help to make the region healthier, environmentally safer, and a stronger economic contributor in California.

1.A. Community Description

As the world has evolved and new energy sources have been developed, California’s oil production has decreased nearly 60% since its peak in 1985. This decrease has led to an influx of idle or orphan wells as well as brownfield sites that require remediation. KCBEX’s proposed service area is comprised of the counties hit the hardest by this decline. These counties geographically are located in California’s Central Valley and Coast.

Kern County, Kings County, Tulare County and Fresno County are located in the San Joaquin Valley of California and face the same environmental justice issues. Pollution has long plagued the Central Valley, where the topography and emissions from local industries creates the worst air and water quality in the nation. A rise in the region’s asthma cases has been attributed to this air pollution. Asthma and asthma-related hospitalization rates in the San Joaquin Valley are among the highest in the state, particularly in children.

Years of drought has also led to the need to further protect limited water resources across all counties. The risk of contamination from petroleum brownfields is an ever-present threat, creating greater urgency for remediation.

Unemployment is also significantly higher than the national average. The decline of California’s petroleum industry will continue to disproportionately increase unemployment rates the region. For example, Chevron is Kern County’s largest private employer and laid off over 15% of its workforce in 2020.

San Luis Obispo County’s economy has been heavily dependent on the Diablo Canyon Power Plant, which was voted to be decommissioned in January 2018. According to a study by the University of California, Berkeley, the closure would decrease local economic activity by approximately \$801 million in San Luis Obispo County immediately after the closure. Diablo Canyon is the second largest employer in the region, employing over 1,500 people. Its closure in 2025 will result in the loss of approximately 2,908 jobs. These unemployment statistics also attribute to the region’s poverty, with an average rate of 20% across the service area’s seven counties. Table 2 provides a demographic summary, benchmarked with national averages.

Table 2: Community Demographics of Proposed Service Area

| Service Area County | Population | | Unemployment | | Poverty | | Minority | | No High School Diploma | |
|-------------------------|------------------|--------------|----------------|--------------|----------------|--------------|------------------|--------------|------------------------|--|
| | Total | % | Total | % | Total | % | Total | % | Total | |
| Kern | 883,053 | 18.0% | 158,950 | 25.9% | 228,711 | 64.3% | 567,803 | 25.9% | 228,711 | |
| Fresno | 978,130 | 15.9% | 155,523 | 24.1% | 235,729 | 52.7% | 515,475 | 24.0% | 234,751 | |
| Kings | 150,075 | 15.9% | 23,862 | 20.8% | 31,216 | 54.1% | 81,191 | 25.3% | 37,969 | |
| San Luis Obispo | 281,455 | 12.6% | 35,463 | 13.3% | 37,434 | 22.4% | 63,046 | 10.0% | 28,146 | |
| Santa Barbara | 443,738 | 13.0% | 57,686 | 14.8% | 65,673 | 45.1% | 200,126 | 20.5% | 90,966 | |
| Tulare | 460,477 | 19.2% | 88,412 | 25.5% | 117,422 | 64.1% | 295,166 | 29.5% | 135,841 | |
| Ventura | 848,112 | 13.8% | 117,039 | 9.6% | 81,419 | 42.4% | 359,599 | 15.7% | 133,154 | |
| Total Area | 4,045,040 | 15.7% | 636,934 | 19.7% | 797,603 | 51.5% | 2,082,405 | 22.0% | 889,537 | |
| National Average | | 12.5% | | 14.1% | | 36.9% | | 11.2% | | |

Source: JobsEQ, American Community Survey 2014-2018

KCBEX proposes to serve those residents who are unemployed, under-employed, low-income, minority, residents of communities impacted by petroleum brownfields, waste facilities, contaminated sites, as well as

other environmental issues. With an average unemployment rate of 16% for the counties discussed above there is no shortage of labor market capacity available to meet the demands for environmental remediation projects.. It's a matter of providing the right training to develop a local skilled workforce.

1.B. Labor Market Demand

California is the fourth largest producer of crude oil and the fifteenth largest producer of natural gas (US EIA). Kern County is the third-largest oil and gas producer in the United States. The state's oil and gas fields are mature and reaching the end of their asset life cycle as their natural production declines. The life cycle of oil and gas wells depends on a number of factors, the most important of which are production rates and market prices.

According to the California Department of Conservation, over 150 oil and gas production companies own the 16,997 idle wells identified in KCBEX's service area. These companies range from major producers such as Aera Energy, LLC, California Resources Elk Hills and Chevron, to small producers that do not have the financial backing as a publicly traded company. All of these companies are creating demand for environmental remediation. Small companies who become insolvent as oil prices decline will need to have entire fields remediated. Large companies continually remediate individual wells and surface facilities within their fields to meet regulatory requirements and keep the total remediation liability low. Figure 1 helps demonstrate the scope of idle wells and remediation demands in KCBEX's proposed service area (in red). The data is pulled from a CCST report titled "Orphan Wells in California: An Initial Assessment of the State's Potential Liabilities to Plug and Decommission Orphan Oil and Gas Wells".

The average per-well cost for capping wells and dismantling associated surface infrastructure in California is between \$40,000 and \$152,000, depending on whether a well is in a rural or urban area. In cases where a petroleum company goes out of business without transferring ownership of their wells, the idle wells become "orphan" wells managed the State. California's average remediation cost for orphan wells are approximately \$68,000, per well. The majority of these costs are for the labor required to complete these projects.

According to a study released in January by the California Council on Science and Technology. In April of 2019 CalGEM (previously called the Division of Oil, Gas & Geothermal Resources, or DOGGR) increased fees on idle wells to create an incentive for producers to remediate them. California lawmakers are also considering a bill that would create a 2,500-foot buffer separating wells from homes, schools, hospitals and other public buildings. If approved, operators would need to move forward with remediating wells that violate this buffer zone. Cleanup costs for wells in the rural areas is much easier to decommission than in urban areas such as Los Angeles. The majority of the idle wells identified in KCBEX's service areas are located in rural communities. Regulatory changes like the 2,500-foot buffer from other receptors accelerate the rate of remediation demand.

Based on the number of idle wells identified in the service area, there are decades worth of remediation work to be done that are expensive and require a significant labor force. California's employment growth for Hazardous Materials Removal Workers, Environmental Technologists, and Environmental Technicians in California will add 5,476 new jobs to an existing workforce of nearly 22,000.

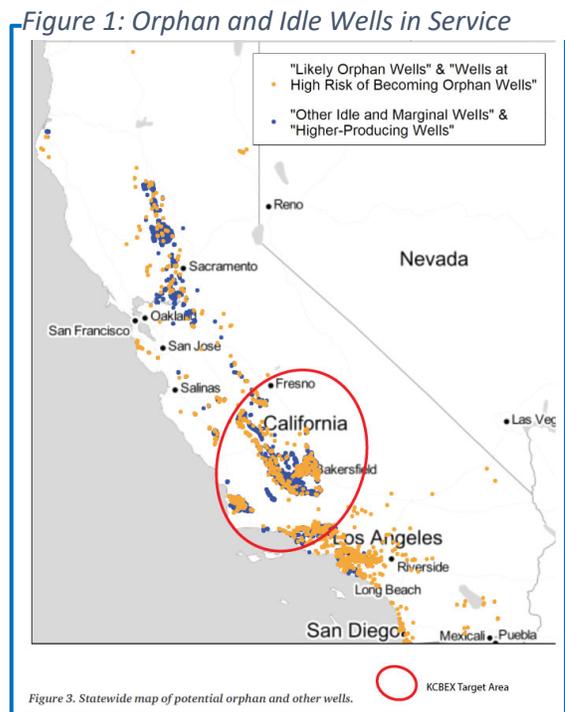


Figure 3. Statewide map of potential orphan and other wells.

Table 3: Estimated Employment and Projected Growth in California (2019- 2029)

| Occupation Category | Estimated Employment | 10-Year Projected Demand | Net Increase |
|---|----------------------|--------------------------|--------------|
| Hazardous Materials Removal Workers | 5,881 | 8,340 | 2,459 |
| Environmental Engineering Technologists and Technicians | 3,126 | 3,420 | 294 |
| Environmental Science and Protection Technicians | 12,816 | 15,539 | 2,723 |
| Total | 21,823 | 27,299 | 5,476 |

Source: Chmura JobsEQ, 2020Q1

In addition to the environmental worker categories listed above, a workforce transformation is occurring in the petroleum industry, leading to mass layoffs. However, employment opportunities exist if workers supporting production in the petroleum industry are retrained to support remediation of that industry.

A report by the Resources for the Future and Columbia University’s Center on Global Energy Policy found that a federal economic stimulus program focused on remediating 500,000 wells across the country could generate upward of 120,000 jobs for unemployed oil and gas workers. That’s an average of four jobs created for each remediated well. Based on those estimates, the 16,997 wells identified in KCBEX’s service area result in 68,000 jobs converted to support remediation of California’s petroleum industry.

2. Training Program Description

The curriculum has been developed in partnership with subject matter experts for environmental remediation in the petroleum industry. The potential job scope for trainees falls into one of three categories listed below. Some employers support the entire remediation process, while others specialize in individual scopes.

- **Subsurface well plugging and abandonment** – Oil and gas wells permanently placed out of service by removing wellbore components with a well service rig, filling the wellbore with cement, cutting the wellbore below grade, and backfilling the excavation.
- **Surface facility demolition** – Demolition and salvage of production facilities, piping, tanks and other surface assets no longer supporting well infrastructure. Often requires confined space entry, isolation of hazardous energy (e.g., electrical, gas, steam), lifting and rigging.
- **Contaminated soil remediation and earthwork** – Excavation contaminated soil and surface grading to prepare the petroleum brownfield for its final planned use.

Based on the job scopes, the curriculum was designed to ensure trainees can not only safely operate as a site worker, but also be competitive for promotion as a frontline supervisor in future development opportunities. It includes the HAZWOPER 40 Hour course meeting OSHA’s requirements in 29 CFR 1910.120.

The curriculum was developed in partnership with potential employers and subject matter experts in the petroleum industry who understand the knowledge, skills, and abilities sought in new hires. Courses were selected to ensure trainees will meet all compliance requirements to access petroleum brownfields in California and safely perform the duties for the job scopes listed above as soon as they are hired. Certificates will be provided for all courses and map back to one of three categories, based on the standards or regulations it covers; Federal (6 courses), State (12 courses), Industry-Recognized (12 courses). Industry-recognized courses listed in the curriculum were identified by potential employers as meeting a consensus standard (e.g., NFPA or API), demonstrated transferrable skills or meeting common contracting requirements for awarding agencies.

The same curriculum will be offered to all trainees to ensure preparedness for employment with companies who operate across the petroleum brownfield remediation workflow. All potential employers engaged to develop the curriculum have contracts in all three job scope categories, with the exception of one company who only performs two of the three. Even in that instance, the differentiation in the curriculum for topics that were not as applicable was less than 12 hours (5%) and did not justify a separate specialized training track or alternative training since it wouldn’t be know which trainees will be hired by what companies at the start of the course.

Table 4: Training Curriculum Summary

| Course Topic | Level of Training | Standard Approach (COVID p.6) | Cert Type | Course Hours | Start - End Date | Course Provider | Times Offered | Cost per Cohort of 12 | Total Course Cost | % of \$200,000 Grant Budget |
|---|-------------------|-------------------------------|-----------|--------------|------------------|-----------------|---------------|-----------------------|-------------------|-----------------------------|
| Oil and Gas Remediation Processes | Intermed. | Classroom | Industry | 8 | Week 1a | Staff | 5 | \$ 1,134 | \$ 5,670 | 3% |
| RCRA Hazardous Waste Management | Intermed. | Classroom | Federal | 16 | Week 1b | Staff | 5 | \$ 2,268 | \$ 11,340 | 6% |
| Sampling, Monitoring, and Reporting | Intermed. | Class/Practical | Federal | 16 | Week 1c | Staff | 5 | \$ 2,268 | \$ 11,340 | 6% |
| HAZWOPER 40 Hour | Advanced | Class/Practical | Federal | 40 | Week 2a | Staff | 5 | \$ 5,670 | \$ 28,350 | 14% |
| Welding, Cutting, and Hot work | Intermed. | Classroom | State | 4 | Week 3a | Staff | 5 | \$ 567 | \$ 2,835 | 1% |
| Lead and Asbestos | Awareness | Classroom | Federal | 4 | Week 3b | Staff | 5 | \$ 567 | \$ 2,835 | 1% |
| CPR / First Aid / AED | Intermed. | Class/Practical | Federal | 6 | Week 3c | Staff | 5 | \$ 851 | \$ 4,253 | 2% |
| H2S in Oil and Gas Production | Awareness | Classroom | Industry | 2 | Week 3d | Staff | 5 | \$ 284 | \$ 1,418 | 1% |
| Confined Space Entry | Intermed. | Classroom | State | 8 | Week 3e | Staff | 5 | \$ 1,134 | \$ 5,670 | 3% |
| Confined Space Entry Tier II Rescue | Intermed. | Practical | Industry | 16 | Week 3f | Staff | 5 | \$ 2,268 | \$ 11,340 | 6% |
| Line Locating | Intermed. | Practical | Industry | 8 | Week 4a | Staff | 5 | \$ 1,134 | \$ 5,670 | 3% |
| Excavation Competent Person | Intermed. | Classroom | State | 8 | Week 4b | Staff | 5 | \$ 1,134 | \$ 5,670 | 3% |
| Transportation Load Securement | Intermed. | Practical | Industry | 4 | Week 4c | Staff | 5 | \$ 567 | \$ 2,835 | 1% |
| Powered Industrial Truck Operator | Intermed. | Practical | State | 4 | Week 4d | Staff | 5 | \$ 567 | \$ 2,835 | 1% |
| Risk Assessments (JHA, Environmental) | Advanced | Classroom | Industry | 16 | Week 4e | Staff | 5 | \$ 2,268 | \$ 11,340 | 6% |
| OSHA 30 Hour | Intermed. | Classroom | Federal | 30 | Week 5a | Staff | 5 | \$ 4,253 | \$ 21,263 | 11% |
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| Walking and Work Surfaces | Intermed. | Classroom | State | 4 | Week 5c | Staff | 5 | \$ 567 | \$ 2,835 | 1% |
| Communicable Disease Prevention | Awareness | Classroom | Industry | 2 | Week 5d | Staff | 5 | \$ 284 | \$ 1,418 | 1% |
| Fall Protection Competent Person | Intermed. | Practical | State | 4 | Week 6a | Staff | 5 | \$ 567 | \$ 2,835 | 1% |
| Electrical Exposure & Power Lines | Intermed. | Classroom | Industry | 4 | Week 6b | Staff | 5 | \$ 567 | \$ 2,835 | 1% |
| Emissions and Air Permitting | Awareness | Classroom | Industry | 4 | Week 6c | Staff | 5 | \$ 567 | \$ 2,835 | 1% |
| Extreme Temperatures (Heat Illness) | Intermed. | Classroom | State | 4 | Week 6e | Staff | 5 | \$ 567 | \$ 2,835 | 1% |
| Silica and Dust Control | Intermed. | Classroom | State | 4 | Week 6d | Staff | 5 | \$ 567 | \$ 2,835 | 1% |
| Valley Fever Awareness | Awareness | Classroom | State | 2 | Week 6f | Staff | 5 | \$ 284 | \$ 1,418 | 1% |
| Protection from Wildfire Smoke | Awareness | Classroom | State | 2 | Week 6g | Staff | 5 | \$ 284 | \$ 1,418 | 1% |
| Blueprint Reading | Intermed. | Classroom | Industry | 8 | Week 6h | Staff | 5 | \$ 1,134 | \$ 5,670 | 3% |
| Threatened and Endangered Species | Awareness | Classroom | Industry | 4 | Week 6i | Staff | 5 | \$ 567 | \$ 2,835 | 1% |
| Drug and Alcohol Reasonable Suspicion | Awareness | Classroom | State | 2 | Week 6j | Staff | 5 | \$ 284 | \$ 1,418 | 1% |
| Sexual Harassment | Awareness | Classroom | State | 2 | Week 6k | Staff | 5 | \$ 284 | \$ 1,418 | 1% |
| Totals (Training & Instruction Category) | | | | 240 | | | | | \$170,100 | 85% |

Training Delivery Plans (Standard and COVID-Impacted)

Standard Training Plan – The standard curriculum has been designed for all classes to be conducted as in-person training in either a classroom or field environment. The 60 proposed trainees have been segmented into five cohorts, with 12 trainees in each cohort. By limiting the cohort size to 12 trainees, KCBEX can maintain social distancing in KCBEX’s training rooms that were originally designed for up to 30 trainees. It would also minimize potential delays if restrictions are put in place by not having to reconfigure class composition to meet social distancing standards.

COVID-Impacted Training Plan - In the event in-person training is disrupted because of COVID restrictions, contingencies are in place for each course. If the course does not require in-person training, KCBEX will leverage its broadcast-grade production studio to deliver live instructor-led webinars for the impacted courses. Trainees with limited access to a computer and internet will be loaned a laptop by KCBEX and provided an isolated desk at KCBEX to access the facility’s wireless internet.

Practical training that must be conducted in-person because of certification requirements or a significant field or hand-on training component will be scheduled as early in the curriculum as possible. This allows a contingency to move them later in the schedule if a restriction is imposed and easily replace it with a remote learning option without impacting the schedule.

Some courses will allow a hybrid model for the training, where the classroom portion may be delivered through a live webinar and the in-person component will be met with one of the other contingencies listed above. For example, KCBEX’s license to delivery CPR / First Aid training includes the ability to provide a blended course, where 5 hours of the course is delivered online, and the final 15-minute skills assessment is scheduled in-person with the instructor providing a sanitized mannequin and equipment.

If a restriction is imposed, and an in-person training cannot be switched in the schedule, KCBEX will absorb the cost to bring on a second instructor to reduce the cohort size for that section of the in-person training from 12 to 6 to further increase social distancing.

If a trainee tests positive for COVID-19 and other trainees in the cohort are identified as close contacts, the remote training option will be triggered. If students are unable to complete training because of a COVID-19 diagnosis, all efforts will be made to roll them into a future cohort (space permitting to not exceed 12 students) or provide an alternative for the missed course. For example, if a student misses Confined Space Entry training because of isolation ordered by a medical provider, and cannot be rolled into a future cohort, KCBEX can send the trainee to one of two alternative training providers in Bakersfield at KCBEX’s reasonable expense.

Sustainable Practices

KCBEX hosts a functioning plan room for contractors and the public. Therefore, processes are already in place to minimize waste of printed material and reduce expense (e.g., two-sided printing). KCBEX also procures recycled paper as the default stock for the plan room and printing services. When possible, electronic copies of training material will be provided to students for future reference to minimize waste of printed slide decks or other one-time-use content. Reference material that will provide value to the student for use with their employer will be laminated or bound in a format for long-term use.

KCBEX’s facility was remodeled over the last 5 years. Climate control systems, windows, insulation, plumbing, and landscaping meet California code requirements and best practices for energy efficiency.

3. Budget

Table 5: Budget Summary

| Budget Category | Project Tasks | | | | Total |
|---------------------|------------------------|------------------------|--------------------|----------------------|------------------|
| | Outreach & Recruitment | Instruction & Training | Program Management | Placement & Tracking | |
| Personnel | \$5,000 | \$125,000 | \$12,000 | \$4,500 | \$146,500 |
| Fringe Benefits | \$1,000 | \$25,000 | \$2,400 | \$900 | \$29,300 |
| Travel | \$400 | \$0 | \$1,276 | \$0 | \$1,676 |
| Contractual | \$0 | \$0 | \$0 | \$0 | \$0 |
| Supplies | \$1,000 | \$12,000 | \$0 | \$0 | \$13,000 |
| Indirect Admin (5%) | \$370 | \$8,100 | \$784 | \$270 | \$9,524 |
| Total Budget | \$7,770 | \$170,100 | \$16,460 | \$5,670 | \$200,000 |

Personnel – Three KCBEX staff members will support the program. KCBEX’s trainers will deliver the Instruction & Training project task category, representing 37% of their salaries over a three-year period. KCBEX’s Executive Director will deliver the other three categories, representing 7% of her salary over a three-year period.

Fringe Benefits – Fringe benefits average approximately 20% of staff’s salary. These benefits include medical, dental, and vision insurance, leave, and retirement plan contributions.

Travel – The proposed service area is within 200 miles of KCBEX’s training center, allowing most travel to be conducted by car. KCBEX is estimating less than 700 miles of vehicle travel during the Outreach & Recruitment phase. If the program requires travel to an orientation meeting or other EPA conference, KCBEX included a travel estimate for airfare, hotel, and three days of per diem based on GSA averages.

Contractual – Contractual expenses are not anticipated. KCBEX’s training staff are certified and experienced to deliver the curriculum without needing to bring in external trainers. KCBEX’s facility includes two training rooms and is self-sufficient to accommodate each cohort. All outreach and advertising may be accomplished through social media and marketing donated by Cypress Media.

Supplies – Printing is anticipated to be the most significant supply expense. Approximately 800 program flyers will be printed and provided to outreach partners for distribution. Each is estimated at \$1.00, including color printing and postage. An additional \$200 is estimated for signage to use at job recruitment fairs and school engagements.

\$200 is estimated for each trainee’s training material, including printing and binding for sustainable material. Personal protective equipment and other disposable material required for training will be provided through donations from KCBEX’s “Tools for the Trade” program, which provides equipment for at-need workers entering the workforce. This program is funded by KCBEX’s professional service partners and board members.

Administrative – KCBEX is including the 5% administrative cost allowed by the grant and 2 CFR §200.414. This 5% will be used to account for potential indirect incidental costs for each project task category (e.g., telephone, internet, media, utilities).

4. Program Structure, Anticipated Outputs and Outcomes

Of the 60 participants enrolled, it is expected that a minimum of 45 will ultimately be employed in an environmental remediation position earning a living wage. This represents a 75% placement rate. All graduates will receive certificates for each individual course recognized at either the Federal, State, or Industry level. Table 4 lists the types of certificate and recognized jurisdiction. Table 6 provides an overview of the outputs and how they will be measured and demonstrated.

4.A. Outputs and Outcomes

Table 6: *Outputs and Measures to Demonstrate Success*

| Step | Output | Measured By |
|---------------------|--|--|
| Recruitment | Engage a minimum of 240 potential trainees from the following demographics: un/under-employed, economic-underserved, minority, veterans and at-risk young adults. Leverage established community partners to reach populations. | Sign-in sheets will be used to verify attendance for each outreach and recruitment session. Applications received, both hard-copy and online. Results will be aggregated and included in quarterly reports to KCBEX’s Board of Directors and the EPA. |
| Screening | Prioritize application by committee review. Select application at a 2-1 ratio for available slots in upcoming cohorts. Conduct interviews by committee with recruitment partners. Not-selected applications rolled into process for next cohort or referred to other placement services. | Ratio of the number of applicants selected for interview, actually interviewed, selected for a cohort, rolled into a future cohort, or referred to other placement services. Results will be aggregated and included in quarterly reports to KCBEX’s Board of Directors and the EPA. |
| Training | Provide classroom training to 60 trainees. Five cohorts of 12 trainees. Each cohort covers 240 hours of instruction over 6 weeks (40 hours a week). Five cohorts will be completed over 18 months to accommodate impacts for holidays and provide time between cohorts to conduct outreach and screening steps. | All student information, training results, attendance tracking, course assessments, and certificates will be documented in KCBEX’s Learning Management System. Trainers will monitor trainee performance and progress. Trainees who are not meeting attendance or performance expectations will be provided support and remediation opportunities. |
| Graduation | At the end of each 6-week cohort, trainees who have successfully completed the program will be provided a package of their certificates, a program certificate of completion, and letter of recommendation. | At the end of each cohort training cycle, results for training completion will be reporting the KCBEX’s Board of Directors, the EPA, and documented in ACRES. |
| Placement | Total job placement goal is 45 of 60 trainees into environmental remediation living-wage positions. This is a 75% placement rate. Each cohort will target placement of 9 trainees out of cohorts of 12. Unplaced trainees will be provided redeployment services (see below). | Number of graduates from each cohort placed in environmental employment. Placement and tracking information will be completed with employers to capture position, wage, and contact information for future tracking. KCBEX will record data in the trainees’ record in the LMS for future tracking. |
| Retention | Trainees will retain employment in environmental remediation positions paying a living wage. KCBEX will conduct follow-up engagements with the graduates and employers to ensure the 75% placement rate is sustained. Trainees who are no longer employed will be provided redeployment services. KCBEX will work with employers to understand reasons and ensure redeployment services are fit-for-purpose. | Employment verification forms will be completed by KCBEX and logged in the Learning Management System. Engagements will be conducted at 30, 60, 90, 180, and 365 intervals. Results, including the total retention rate will be tracked by KCBEX Board of Directors and reported to the EPA. Ad hoc retention and reporting requests after the three-year grant period will be provided to the EPA upon request. |
| Redeployment | Trainees who are not placed after graduation or do not retain employment will be provided counseling, resume development support, interview best practices, and referral services. KCBEX will attempt to mitigate the factors affecting employment. | Documentation of services provided to facilitate employment will be included in the trainee’s record in the Learning Management System. These records will be provided to the EPA. Confidentiality of reasons will be maintained (e.g., medical or substance abuse). |

Table 7: Graduation and Placement Rates

| Trainee Phase Metric | Metric Target |
|--|---------------|
| Total Trainees Enrolled in the Program | 60 |
| Trainees Graduating the Program | 50 (83%) |
| Graduates Placed in Environmental Positions | 45 (75%) |
| Graduates not Placed by Pursuing Further Education or Redeployment | 5 (12%) |

Program Outcomes – Outcomes from the program target three categories of impact:

Workforce Outcomes

- Establish a robust environmental remediation training program that can be replicated by other local institutions of higher education and vocational programs.
- Minimize unemployment impacts from lays-offs in California’s petroleum industry by transitioning workers from production to environmental remediation positions.
- Meet the labor market demand for employers to complete the backlog of idle wells and petroleum brownfields requiring remediation as California’s petroleum industry declines.
- Foster community partnerships between employers and workforce development organizations to sustain a workforce capable of meeting the labor demand.

Community Outcomes

- Accelerate the remediation of petroleum brownfield in communities, allowing communities to repurpose properties to serve a greater environmental or economic benefit.
- Reduce community exposure to hazardous substances and emissions from brownfield sites impacting air and water quality.
- Reduce the indirect socio-economic impacts of communities with disproportionate brownfield sites, such as poverty, crime, unemployment and education gaps.

Individual Outcomes

- Provide a training curriculum that empowers workers with an understanding of health, safety and environmental regulations to ensure protection for vulnerable workers.
- Enable workers to earn a living wage through training that makes them competitive for technician-level and front-line supervisor careers.
- Affect positive change in the lives of individuals achieving self-sufficiency with a living wage.

Program Progress Evaluation – KCBEX has already invested in two programs that will be leveraged to track program progress. TalentLMS is the Learning Management System that will be used to track individual trainee records. WebLink is the Customer Resource Management platform that will be used to track outreach and engagement. Each phase of the program will be tracked and reported to the KCBEX Board of Directors to provide oversight and accountability. KCBEX will also leverage these programs for the required reporting to the EPA and consolidation of reporting data into ACRES.

The data collected for progress evaluations will also be used to generate feedback for the program manager and trainers to continually improve the trainee experience for future cohorts. Employers will also be able to provide feedback to KCBEX to verify the curriculum is effective in preparing students for the workforce and delivering value to employers.

4.B. Recruitment and Screening

Recruitment Strategy - KCBEX’s presence in the Kern County construction community since 1929 has provided a broad sphere of influence for trainee recruitment. Community relationships developed through KCBEX’s Safety Training and Education Program will expedite recruitment for disenfranchised workers

who are traditionally difficult to reach. KCBEX also has existing recruitment capacity through investment in a strong social media presence, standing involvement in community events, and a broad volunteer base. An overview of KCBEX’s recruitment strategy is provided below:

- Forecast environmental labor market demand with local employers and establish “soft” commitments to hire graduates. This has already been completed for KCBEX’s proposal.
- Market new trainees entering the workforce through high school vocational programs, such as the Kern High School District Regional Occupational Center. At least two cohorts will be scheduled during the summer, allowing high school students to complete the program after graduating and before entering the workforce for a lower-paying position.
- Recruit veterans through the Kern County Veteran’s Service Department and Bakersfield College Veterans Service Center.
- Foster the program’s diversity and inclusion by recruiting trainees through the Kern County Hispanic Chamber of Commerce and Bakersfield Women’s Business Conference.
- Work with the Kern Economic Development Corporation to identify additional employers supporting environmental remediation projects to increase the base of potential employers.
- Recruit under-employed candidates from temporary staffing agencies to train and convert workers to fulltime employment.
- Expand geographic scope of recruitment to adjacent service area counties through the Golden State Builders Exchange network.

The following organizations will assist with outreach and recruitment:

- America’s Job and Career Center
- Associated Builders and Contractors (ABC)
- Bakersfield Women’s Business Conference
- CSU Bakersfield Small Business Development Center
- Central California Builders Exchange
- Central Coast Builders Exchange
- Kern High School Reg. Occupational Center
- Kern Patriot Partnership
- Kern Economic Development Corporation
- Kern Hispanic Chamber of Commerce
- Santa Barbara Contractors Association
- Santa Maria Valley Contractors Assoc.
- SLO County Builders Exchange
- Tulare-Kings Counties Builders Exchange
- Ventura County Contractors Association

Screening Strategy – KCBEX’s instructors and program manager will be responsible for screening, interviewing and testing of applicants. Applicants will be initially screened to ensure qualification for future employment with the following requirements:

- Age 18, or 17 with a high school diploma and parental consent
- Lawfully authorized to work in the United States
- Possessing of or in the process of obtaining a high school diploma or GED
- Possessing of or having the ability to obtain a California driver’s license

Candidates who pass the initial qualification screening will be prioritized for interviews based on demonstrated need and diversity. Interviews will qualitatively assess an applicant’s potential success for the program and placement. The interviews will be conducted with the program manager, trainer, and representative from a potential employer. During the interview and orientation, the time commitment and demands of the program will be reinforced to reduce the potential for trainees not graduating because of conflicting priorities or being unavailable.

As the cohort is selected, alternates will be identified if a trainee drops before the cohort begins. Alternates who do not start the program will be rolled to the next cohort and not required to re-interview.

To ensure no barriers to entry are created by KCBEX, no direct expenses to the program will be incurred (e.g., certification fees, materials, etc). If other indirect barriers are identified, such as the availability of

dependent care or transportation, KCBEX will evaluate the barrier and seek to find a resolution through community partners, donors or other existing resources.

KCBEX's training facilities are easily accessible by car or public transportation. Our facility is located one block south of Ming Avenue, a main thoroughfare in the city of Bakersfield. Bakersfield is centrally located among the service areas in this proposed scope. KCBEX's 5,400-foot facility is easily accessible by city streets, from the Highway 99 freeway and the Bakersfield Golden Empire Transit (GET) bus service has a stop one block away from the facility. The facility is also ADA compliant.

4.C. Program Support

KCBEX has developed relationships to support each step of the proposal. Recruitment and outreach will be supported by the organizations listed in Section 4.B. Screening and interviews will be supported by representatives from potential employers listed in Section 5.C. Training will be supported by employers for field location access and guest speakers. Student needs for personal protective equipment and other material will be donated through employers and partners of KCBEX's "Tools for the Trade" program. Job placement will be supported through potential employers listed in section 5.C., as well as KCBEX's existing "Job Board" for contractors throughout Central California. Redeployment and mentoring will be provided to trainees, with the partnership depending on the demonstrated need. For example, resume development and interview skills will be donated by volunteers with Absolute HR, KCBEX's human resource partner for construction contractors.

Incentives to employers include reduced training costs, KCBEX staff supervision during the first few weeks of employment to ensure a more seamless transition to the workforce, tailored training to meet employer needs and temporary staffing services with no finders' fees upon permanent hire. KCBEX may also cover certain preemployment requirements already offered in-house, such as Live Scan fingerprinting, pre-employment drug and alcohol testing, and HR documentation onboarding.

KCBEX will establish mechanisms for tracking graduates through phone calls, email, texting and social media platforms. KCBEX's application for the program will require alternate and emergency contact information to aid in tracking should a graduate relocate. KCBEX will maintain contact with graduates through the grant period, plus an additional year from the end of the grant period.

4.D. Program Sustainability

KCBEX will retain the training capabilities developed by the grant. To ensure sustainability, the individual courses of the curriculum will be available to trainees not sponsored by an employer at a reduced rate. This practice is already in place at KCBEX. Any student who signs up for a course for their own personal development is usually provided the training for free to fill available seats.

After demonstrating value of the program, KCBEX will work with its community partners at the Kern High School District's Regional Occupational Center and Bakersfield College to offer the curriculum to student for course credit. The developed curriculum and material will also be made available to these schools if they decide to formally adopt the curriculum.

Because of the labor market demand for skilled environmental workers to support California's transition from the petroleum industry, KCBEX anticipates demand for the program by employers to be sustained beyond the grant period. Even as a fee-for-service program, employers have already expressed the value they see in the curriculum to accelerate the development of the workforce. This demand will sustain an employer-sponsored model for trainees hired by companies who seek to develop their workforce.

5. Community & Employer Partnerships

5.A. Collaboration with Entities Involved with Local Remediation Activities & Environmental Projects

As part of this proposal's development, KCBEX collaborated with the companies listed below to forecast labor market demand, develop the training curriculum, and seek early commitment to hire graduates directly from the program for their environmental remediation positions. Soft commitments have been provided by employers to help ensure placement for all 60 trainees.

Browns Construction Service, Inc. (BCSI) is a construction and site maintenance company based in Kern County that completes projects throughout the state. BCSI has provided quality construction and site maintenance services throughout California for over 30 years. They have a focus on oilfield construction and maintenance, environmental remediation, and well abandonment work. BCSI has entered into a partnership with KCBEX for hiring **20** graduates, and will provide access to their sites for field training.

Another key employer partnership is with Truitt Oilfield Maintenance Corporation, who also specializes in petroleum surface facility demolition and well abandonment services. They have projected a need of **10** graduates. Local Kern County company J. Torres Co. Inc. (JTC) specializes in soil remediation and hazardous materials trucking. They have several contracts as a subcontractor for environmental remediation projects throughout the state. JTC projects hiring **5** graduates, one from each cohort. KSI Industries, LP performs environmental site reclamation work for major petroleum producers in the region, including Chevron, Aera, and California Resource Corporation. Their contract scope includes supporting these company's "abandon as you go" strategy to ensure environmental remediation liabilities are minimized. KSI projects the hiring of **20** graduates. Lastly, Coles Environmental Services involve the remediation, testing, removal, packaging, transportation, and disposal of hazardous, non-hazardous, universal, and recyclable wastes and materials throughout the state of California. They project hiring **5** graduates from the program.

5.B. Community Partnership Building

Community involvement is critical to the success of our proposed program. While KCBEX's facility is located in Bakersfield, we represent Kern County, spanning over 8,300 square miles. KCBEX has extensive community relationships with local governments, nonprofits and employers.

KCBEX has a strong working relationship with the Kern High School District's Regional Occupation Center (ROC), an accredited public education career and technical training institution. ROC offers a variety of programs to those interested in developing or improving job skills. All courses are designed to prepare students for entry-level employment. Classes at ROC are open to high school juniors, seniors, and adults. KCBEX and ROC will partner to help with outreach recruitment peer assistance for training content to meet adult learning best practices. ROC offered their employer networks for job placement.

KCBEX frequently partners with Kern Community College District (KCCD), which includes Bakersfield College and Cerro Coso Community College. Similar to the partnership with ROC, KCCD will provide a forum for outreach, recruitment, and placement services for trainees. The Veteran Resource Centers at the schools will also assist in veteran recruitment.

Kern Patriot Partnership (KPP), an entity developed in partnership with Chevron to connect Kern County veterans with local employers, has committed to support in the recruitment and placement phase of the program. Businesses in this partnership are pledging to give veterans a first look when they are preparing to hire. Please see the attached letter of support from Kern County's Director of Veteran Services Josh Dhanen, who also manages the Kern Patriot Partnership.

Kern Economic Development Corporation (KEDC) president Richard Chapman provided a letter of support articulating the workforce development impact of the grant. KEDC has also committed to

leverage their network of member companies for job placement, which include a significant contingent of companies in the petroleum industry.

Additional letters of support from Kern County's elected officials include Assemblyman Vince Fong, Senator Shannon Grove and Congressman Kevin McCarthy. This support demonstrates the breadth of partnership and recognized need for Kern County.

5.C. Employer Involvement

As part of the proposal's development, a stakeholder engagement plan was completed with local employers in the environmental remediation industry. KCBEX hosted discussions and virtual round tables to seek input for courses considered most valuable for employers to include in the curriculum. Employers also not only offered commitments to hire the trainees from the program, but also offered support through the training phase for each cohort. This support includes access to worksites for practical exercises, technology demonstrations by employees, speaking engagements from company owners, and donations of personal protective equipment. These companies are listed in section 5.A.

6. Leveraging

KCBEX has arranged an additional 28% of the project budget in leveraged contributions. These contributions will directly support delivery of the program and students.

Cypress Avenue Micro Media Agency – KCBEX's social media and marketing provider. They are contracted the KCBEX under a monthly retainer agreement for all advertising and outreach. Cypress Avenue has committed to increasing the scope of KCBEX's contract to include development of the outreach and recruitment campaign, all marketing material (digital and printed), and weekly social media posts promoting the program and demonstrated benefits of the EPA funding. The increase in scope is \$500 for the monthly retainer agreement, which is \$18,000 over the three-year grant period.

Arthur & Hansen, LLC – Arthur and Hansen is a risk management consulting firm supporting KCBEX's Professional Services Group. They have offered to develop and co-teach the environmental training curriculum with KCBEX trainers for RCRA Hazardous Waste Management, Sampling, Monitoring, and Reporting, and Risk Assessment courses. These courses account for 48 hours of each cohort for a total of 240 hours. Even with a discounted rate of \$75 for training, the total contribution is \$18,000.

Absolute HR – Absolute HR is a human resource consulting firm supporting KCBEX's Professional Services Group. They have offered to provide redeployment services for trainees who are not immediately placed. This includes resume development and interview coaching. If 10 trainees require support for 4 hours at a rate of \$75 an hour, the total contribution is estimated at \$3,000.

Tools of the Trade – KCBEX will provide each trainee with the personnel protective equipment required to be provided to access field locations. This includes hard hats, high visibility vests, safety glasses, gloves, and hearing protection. The estimated expense is \$100 for each trainee. The funding for this program is provided through annual fundraising and community donations.

Brown's Construction Services Incorporated – BCSI is already an employer partner committed to hiring graduates from the program. Additionally, they have offered to provide supervisors and one of the company's partners to participate in the screening and interview process. They also will provide a crew to support the practical portions for excavation and line finding courses. The total contribution is approximately \$7,000 in their staff's time, not including equipment use.

Kern Patriot Partnership – KPP has committed to support all outreach, resume preparation and soft skill development veterans in the program. These services support both recruitment and placement. Assuming

10 veterans are involved in the program. Assuming 2 counselors providing 20 hours of support for each cohort at \$40 an hour, the total contribution is estimated at \$4,000 for the program.

Table 8: Summary of Leveraging

| Project Funding Source | Status of Funds | Project Tasks | | | | Total |
|---------------------------|-----------------|------------------------|------------------------|--------------------|----------------------|-----------------|
| | | Outreach & Recruitment | Instruction & Training | Program Management | Placement & Tracking | |
| Cypress Ave. Marketing | Conf. | \$18,000 | - | - | - | \$18,000 |
| Arthur & Hansen, LLC | Conf. | - | \$18,000 | - | - | \$18,000 |
| Absolute HR | Conf. | - | - | - | \$3,000 | \$3,000 |
| Tools of the Trade | Conf. | - | \$6,000 | - | - | \$6,000 |
| Brown's Construction | Conf. | \$3,000 | \$4,000 | - | - | \$7,000 |
| Kern Patriot Partnership | Conf. | \$2,000 | - | - | \$2,000 | \$4,000 |
| Total Contribution | | \$23,000 | \$22,000 | - | \$5,000 | \$56,000 |

7. Programmatic Capability

7.A. Grant Management System

KCBEX has experience and internal systems to manage a variety of grants. For example, KCBEX currently is managing grants with the Department of Labor and Department of Defense. Data collection, tracking, and reporting is managed through an internal cloud-based SharePoint. Reports are provided through the respective agency's portal, such as the HHS Payment Management System and FedConnect. KCBEX will be able to easily adopt ACRES as the reporting portal for the EPA.

Fiscal management and oversight is managed separately by the Executive Director with approval required by the Board of Director's Executive Committee. All funding disbursement requests are reviewed by a separate accounting agency hired by KCBEX. KCBEX's Board Governance and internal procedures provide controls to assure compliance. KCBEX's Bylaws, Administrative Procedures and Personnel Policies are available upon request.

KCBEX's in-house instructors collectively have over 25 years of experience in safety and environmental training. Both instructors have the required experience and certification to teach each course in the curriculum. The entire project will be managed by KCBEX's Safety and Risk Advisor Mr. Jason Arvizu, who has over 15 years of project management experience, including administration of Federal grants.

7.B. Organizational Experience

The Kern County Builders Exchange (KCBEX) was established in 1929. As a 501(c)(6) nonprofit trade association, KCBEX supports the needs of construction workers and small businesses in Kern County, California. Connect-Grow-Learn is the mission of KCBEX.

KCBEX is a member of the Golden State Builders Exchange (GSBE), a coalition of 21 individual organizations across California. KCBEX's Executive Director is on the GSBE board and was formerly the Board President, which maintains a strong relationship with exchanges throughout California.

KCBEX's Safety and Risk Advisor Jason Arvizu has over 12 years of experience in nonprofit leadership and grant administration. During his tenure as Board President for the Alisa Ann Ruch Burn Foundation, he provided oversight for a \$400,000 training and education capacity building grant from FEMA, funding Firefighters in Safety Education (FISE). FISE is a burn prevention program delivered in partnership with local fire departments and schools requiring material development, recruitment, assessments and

evaluations. As a result, a sustainable expansion model for FISE was created, reaching an annual average of 40,000 K-6th grade students. Mr. Arvizu also has nearly 15 years of safety and environmental experience for the petroleum industry and the U.S. Forest Service. He has developed and delivered training programs for both public and private organizations.

As a firefighter for 7 years, he was a certified fire instructor at local fire academies and the National Wildland Fire and Aviation Academy. While working with wildland fire aviation teams, he developed emergency medivac response training for helicopters assigned to major wildland fires. He also served as a subject matter expert in the development of Chevron's Root Cause Analysis Facilitator training. While working at Chevron Production and Exploration as a Safety and Health Specialist, he was a trainer for Chevron's Managing Safe Work program, Motor Vehicle Safety, and Incident Investigations. For specific safety and health topics, he developed "tailgate" safety training designed for frontline supervisors.

KCBEX has provided training for adults in several areas with curriculums targeted to both employers and workers. Examples of previous topics include HAZWOPER 8, 24, and 40-hour courses, OSHA 10/30, Adult First Aid/CPR/AED, Frontline Supervisor Leadership, Contractor License Exam preparation, and Prevailing Wage Requirements. KCBEX constructed a nearly 800 square-foot training auditorium in 2017. A second 600 square-foot training room was added in 2018 to meet the increased demand for training from Kern County's construction industry. In the wake of COVID, KCBEX constructed a broadcast-grade production studio to deliver live webinar training. The quality of KCBEX's webinar training has been a benchmark for the Department of Labor's Susan Harwood grantees and KCBEX has provided technical peer support for other grantees to establish similar capabilities.

7.C. Audit Findings

KCBEX has not experienced any adverse audit findings.

7.D. Past Performance & Accomplishments

KCBEX has not received an EPA EWDJT grant in the past but has been a recipient of other Federal Assistance Agreements. KCBEX has been a successful OSHA Susan Harwood Training Grant Capacity Building Pilot since 2018. Through feedback from monitoring visits, updates, and content reviews, KCBEX has received positive feedback for delivering value well beyond the grant's original scope. For example, KCBEX developed digital record keeping workflows and data visualization tools to analyze Level 1 and Level 2 assessments. The results are used for data-driven decisions to improve training material and inform supervisors of development opportunities. This was recognized as a best practice and recommended for sharing at the 2019 Susan Harwood Orientation Meeting.

A core segment of KCBEX business development support is the solicitation and stewardship of federal and state funding. KCBEX staff has extensive experience supporting other organizations as part of KCBEX's mission. For example, KCBEX is currently advising local construction businesses completing a \$500 million municipal bond measure for capital improvement projects at local colleges. Compliance for public works procurement is another area where KCBEX has provided support for public projects.

Additionally, KCBEX was awarded a grant through the Department of Defense's Defense Logistics Agency to become a Procurement Technical Assistance Center (PTAC). This PTAC will serve Kern County, San Luis Obispo County, Santa Barbara County, and Ventura County. All of these areas are targeted in this proposal for the EWDJT proposal.

ATLANTA GA 39901-0001

In reply refer to: 0752873607
Nov. 29, 2019 LTR 4168C 0
95-0521360 000000 00
00018022
BODC: TE

KERN COUNTY BUILDERS EXCHANGE INC
4130 ARDMORE AVE STE 100
BAKERSFIELD CA 93309-7217



022274

Employer ID number: 95-0521360
Form 990 required: YES

Dear Taxpayer:

We're responding to your request dated Nov. 19, 2019, about your tax-exempt status.

We issued you a determination letter in April 1950, recognizing you as tax-exempt under Internal Revenue Code (IRC) Section 501(c)(6).

Because you're not an organization described in IRC Section 170(c), donors can't deduct contributions they make to you. You should advise your contributors that their contributions to you aren't deductible.

In the heading of this letter, we indicated whether you must file an annual information return. If you're required to file a return, you must file one of the following by the 15th day of the 5th month after the end of your annual accounting period:

- Form 990, Return of Organization Exempt From Income Tax
- Form 990EZ, Short Form Return of Organization Exempt From Income Tax
- Form 990-N, Electronic Notice (e-Postcard) for Tax-Exempt Organizations Not Required to File Form 990 or Form 990-EZ
- Form 990-PF, Return of Private Foundation or Section 4947(a)(1) Trust Treated as Private Foundation

According to IRC Section 6033(j), if you don't file a required annual information return or notice for 3 consecutive years, we'll revoke your tax-exempt status on the due date of the 3rd required return or notice.

You can get IRS forms or publications you need from our website at www.irs.gov/forms-pubs or by calling 800-TAX-FORM (800-829-3676).

If you have questions, call 877-829-5500 between 8 a.m. and 5 p.m., local time, Monday through Friday (Alaska and Hawaii follow Pacific time).

Thank you for your cooperation.

KERN1360 KERN COUNTY BUILDERS EXCHANGE, INC.
95-0521360
FYE: 12/31/2018

10/15/2019 8:15 AM

Acknowledgement and General Information for Taxpayers Who File Returns Electronically

Thank you for taking part in the IRS e-file Program.

KERN COUNTY BUILDERS EXCHANGE, INC.
4130 ARDMORE AVENUE
BAKERSFIELD, CA 93309

- [X] Your Form 990 / Form 990-EZ, Return of Organization Exempt from Income Tax for tax year December 31, 2018 is being filed electronically with the IRS by the services of O'DELL CROSS, A PROFESSIONAL CORPORATION.
- [X] Your return was accepted by the IRS on 10/14/19 and the Submission Identification Number assigned to your return is 77041220192870205380.

Since you are filing your return electronically, PLEASE DO NOT SEND A PAPER COPY OF YOUR RETURN TO THE IRS. IF YOU DO, IT WILL DELAY THE PROCESSING OF THE RETURN.

Acknowledgement Process

The IRS will notify your electronic return originator when they accept your return, usually within 48 hours. If your return was not accepted, IRS will notify your electronic return originator of the reasons for rejection.

If You Need to Make a Change to Your Return

If you need to make a change or correct the return you filed electronically, you can send either an amended electronic tax return or you can send an amended Form 990 / Form 990-EZ, Return of Organization Exempt from Income Tax, to the IRS submission processing center that processes paper returns for your area.

Appendix 3 - Other Factors Checklist

Please identify with an **X** any of the items below which may apply to your proposed Environmental Workforce Development and Job Training Grant project area as described in your application. Also, provide the page number and where the information is located within your application on how you meet the factor on the line provided next to each factor. EPA may verify these disclosures and supporting information prior to selection and may consider this information during the evaluation process.

- Fair distribution of funds between urban and non-urban areas, including an equitable distribution of funds to “micro” communities (those communities with populations of 10,000 or less). Provide your total population count below.
-

- Fair distribution of funds between new applicants and previous job training grant recipients; (“New” applicants are defined as organizations that have not received EPA brownfields job training grant funding since 2012) Indicate whether you have ever received EPA EWDJT grant funding before, and if so, in what year(s) did you receive funding?

KCBEX has never received EPA EWDJT grant funding.

- Whether the applicant is a federally recognized Indian Tribe or United States Territory, or is an organization that will primarily serve tribal or territorial residents.
-

- Applications that seek to serve veterans.

Pages 7, 10 and 12

- Whether the applicant’s project is located in an IRS-designated Qualified Opportunity Zone.

See attached spreadsheet and map highlighting Qualified Opportunity Zones within the projected target area.

Designated Qualified Opportunity Zones

This document was updated **December 14, 2018**, to reflect the final Qualified Opportunity Zone designations for all States.

Please note that the below list of designated tracts is not the official list. The official list will be published in the Internal Revenue Bulletin at a later date.

| Click arrow to filter state | | | | |
|-----------------------------|--------|---------------------|----------------------|-----------------|
| State | County | Census Tract Number | Tract Type | ACS Data Source |
| California | Fresno | 06019000100 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019000200 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019000300 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019000400 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019000501 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019000502 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019000600 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019000700 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019000800 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019000901 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019000902 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001000 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001100 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001201 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001202 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001301 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001303 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001407 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001410 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001411 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001500 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001700 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001800 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019001900 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019002000 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019002300 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019002400 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019002501 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019002602 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019002702 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019002800 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019002903 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019003500 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019004505 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019004901 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019005000 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019005100 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019005403 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019005408 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019006201 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019006202 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019006501 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019006602 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019007802 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019008200 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019008302 | Low-Income Community | 2011-2015 |
| California | Fresno | 06019008501 | Low-Income Community | 2011-2015 |
| California | Kern | 06029000200 | Low-Income Community | 2011-2015 |
| California | Kern | 06029000300 | Low-Income Community | 2011-2015 |
| California | Kern | 06029000400 | Low-Income Community | 2011-2015 |
| California | Kern | 06029000600 | Low-Income Community | 2011-2015 |
| California | Kern | 06029001202 | Low-Income Community | 2011-2015 |
| California | Kern | 06029001400 | Low-Income Community | 2011-2015 |
| California | Kern | 06029001600 | Low-Income Community | 2011-2015 |
| California | Kern | 06029001902 | Low-Income Community | 2011-2015 |
| California | Kern | 06029002000 | Low-Income Community | 2011-2015 |
| California | Kern | 06029002100 | Low-Income Community | 2011-2015 |
| California | Kern | 06029002200 | Low-Income Community | 2011-2015 |
| California | Kern | 06029002301 | Low-Income Community | 2011-2015 |

Designated Qualified Opportunity Zones

This document was updated **December 14, 2018**, to reflect the final Qualified Opportunity Zone designations for all States.

Please note that the below list of designated tracts is not the official list. The official list will be published in the Internal Revenue Bulletin at a later date.

| Click arrow to filter state | | | | |
|-----------------------------|-----------------|---------------------|----------------------|-----------------|
| State | County | Census Tract Number | Tract Type | ACS Data Source |
| California | Kern | 06029002302 | Low-Income Community | 2011-2015 |
| California | Kern | 06029002400 | Low-Income Community | 2011-2015 |
| California | Kern | 06029002500 | Low-Income Community | 2011-2015 |
| California | Kern | 06029002600 | Low-Income Community | 2011-2015 |
| California | Kern | 06029003103 | Low-Income Community | 2011-2015 |
| California | Kern | 06029003121 | Low-Income Community | 2011-2015 |
| California | Kern | 06029003303 | Low-Income Community | 2011-2015 |
| California | Kern | 06029003500 | Low-Income Community | 2011-2015 |
| California | Kern | 06029004101 | Low-Income Community | 2011-2015 |
| California | Kern | 06029004401 | Low-Income Community | 2011-2015 |
| California | Kern | 06029004402 | Low-Income Community | 2011-2015 |
| California | Kern | 06029004701 | Low-Income Community | 2011-2015 |
| California | Kern | 06029004800 | Low-Income Community | 2011-2015 |
| California | Kern | 06029005003 | Low-Income Community | 2011-2015 |
| California | Kern | 06029005300 | Low-Income Community | 2011-2015 |
| California | Kern | 06029005507 | Low-Income Community | 2011-2015 |
| California | Kern | 06029005600 | Low-Income Community | 2011-2015 |
| California | Kern | 06029005802 | Low-Income Community | 2011-2015 |
| California | Kern | 06029005900 | Low-Income Community | 2011-2015 |
| California | Kern | 06029006100 | Low-Income Community | 2011-2015 |
| California | Kern | 06029006303 | Low-Income Community | 2011-2015 |
| California | Kern | 06029006304 | Low-Income Community | 2011-2015 |
| California | Kern | 06029006401 | Low-Income Community | 2011-2015 |
| California | Kings | 06031001100 | Low-Income Community | 2011-2015 |
| California | Kings | 06031001300 | Low-Income Community | 2011-2015 |
| California | Kings | 06031001402 | Low-Income Community | 2011-2015 |
| California | Kings | 06031001601 | Low-Income Community | 2011-2015 |
| California | Kings | 06031001701 | Low-Income Community | 2011-2015 |
| California | San Luis Obispo | 06079010102 | Low-Income Community | 2011-2015 |
| California | San Luis Obispo | 06079010902 | Low-Income Community | 2011-2015 |
| California | San Luis Obispo | 06079012200 | Low-Income Community | 2011-2015 |
| California | Santa Barbara | 06083002101 | Low-Income Community | 2011-2015 |
| California | Santa Barbara | 06083002403 | Low-Income Community | 2011-2015 |
| California | Santa Barbara | 06083002404 | Low-Income Community | 2011-2015 |
| California | Santa Barbara | 06083002502 | Low-Income Community | 2011-2015 |
| California | Santa Barbara | 06083002702 | Low-Income Community | 2011-2015 |
| California | Santa Barbara | 06083002705 | Low-Income Community | 2011-2015 |
| California | Santa Barbara | 06083002706 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107000201 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107000302 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107000502 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107000900 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107001003 | Low-Income Community | 2012-2016 |
| California | Tulare | 06107001100 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107001400 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107002202 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107002800 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107002901 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107003200 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107003400 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107003802 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107004101 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107004102 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107004200 | Low-Income Community | 2011-2015 |
| California | Tulare | 06107004300 | Low-Income Community | 2011-2015 |
| California | Ventura | 06111000304 | Low-Income Community | 2011-2015 |
| California | Ventura | 06111000600 | Low-Income Community | 2011-2015 |
| California | Ventura | 06111001302 | Low-Income Community | 2011-2015 |
| California | Ventura | 06111003201 | Low-Income Community | 2011-2015 |

Designated Qualified Opportunity Zones

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| Click arrow to filter state | | | | |
|-----------------------------|---------|---------------------|----------------------|-----------------|
| State | County | Census Tract Number | Tract Type | ACS Data Source |
| California | Ventura | 06111004305 | Low-Income Community | 2011-2015 |
| California | Ventura | 06111004715 | Low-Income Community | 2011-2015 |
| California | Ventura | 06111004902 | Low-Income Community | 2011-2015 |
| California | Ventura | 06111009100 | Low-Income Community | 2011-2015 |





Congress of the United States
House of Representatives
Washington, DC 20515-0523

September 21, 2020

The Honorable Andrew Wheeler
Administrator
U.S. Environmental Protection Agency
1200 Pennsylvania Avenue, N.W.
Washington, D.C. 20460

Dear Administrator Wheeler:

I am writing to support the Kern County Builders Exchange (KCBEX) application for a U.S. Environmental Protection Agency (EPA) Fiscal Year 2021 Environmental Workforce Development and Job Training grant.

Kern County boasts a population of over 880,000 people, with 22% living in poverty and over 500,000 located in rural areas. The region has many economic opportunities, including ready and willing workers, but it is critical that employer needs and the workforce's skillsets align. To that end, the KCBEX informs me there is an unmet need for employees with training to perform various brownfields and hazardous materials management and cleanup jobs in the construction, energy, and defense-related sectors of Kern's economy. Rather than importing a workforce, the KCBEX would like to provide environmental workforce training to local workers, with a focus on rural areas across Kern County, to help meet local employer needs.

If awarded this grant, the KCBEX plans to reach out to underserved communities in Kern County with environmental training opportunities focused on the aforementioned and other areas, thereby allowing county residents to develop the required skills to meet local employment needs. As part of its application, the KCBEX is proposing to start recruiting and offering courses, with a focus in rural areas of Kern County, by initially training 60 individuals. This training would help Kern County become more self-reliant by creating a better-educated and trained local workforce, as well as help my constituents re-enter the workforce with their newly-acquired skills when various public health orders are lifted, as many individuals are currently laid off or furloughed because of the coronavirus. We must not only get through this uncertain time but thrive on the other side of it. A locally trained workforce certified in various environmental management activities would not only help accomplish that but would also be mutually beneficial for the environment and the residents of Kern County.

Accordingly, I strongly support the KCBEX grant application to promote environmental training in Kern County as it will help close the skillset gap to meet employer needs through

workforce development and assist in Kern's economic development. Since its creation in 1929, the KCBEX has served Kern County by promoting high ethical and professional standards, industry education, safety training, and other services. I am confident that, if awarded this EPA grant, the KCBEX would be able to provide quality workforce development training to address the shortage of qualified professionals for environmental management roles.

Thank you for your consideration and please do not hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads "Kevin McCarthy". The signature is written in a cursive, slightly stylized font.

KEVIN McCARTHY
House Republican Leader

KOM/krl

California State Senate

CAPITOL OFFICE
STATE CAPITOL, ROOM 305
SACRAMENTO, CA 95814
TEL (916) 651-4016
FAX (916) 651-4916

SENATOR.GROVE@SENATE.CA.GOV

SENATOR
SHANNON GROVE
SENATE REPUBLICAN LEADER
SIXTEENTH SENATE DISTRICT



DISTRICT OFFICES
5701 TRUXTUN AVE., SUITE 150
BAKERSFIELD, CA 93309
TEL (661) 323-0443
FAX (661) 323-0446

7248 JOSHUA LANE
YUCCA VALLEY, CA 92284
TEL (760) 228-3136
FAX (760) 228-2462

September 18, 2020

Channing Shepard
Environmental Protection Agency Headquarters
1200 Pennsylvania Avenue N.W.
Mail Code: 5105T
Washington D.C. 20460

Re: EPA Environmental Workforce Development and Job Training (EWJDT) Grant – Kern County Builders Exchange (KCBEX)

Dear Mr. Shepard,

I am writing to support the Kern County Builders Exchange (KCBEX) in their endeavor to obtain the EPA's Environmental Workforce Development and Job Training Grant.

Kern's economy has been heavily dependent upon oil. Seven of the top 10 taxpayers in Kern are energy companies, and over 21,000 Kern residents are employed directly by the oil and gas industry. The average annual wage for an Oil and Gas employee in Kern is \$79,655, a rather large difference from the overall average wage of \$45,508 in Kern. Due to actions and regulations at the state level, oil and gas jobs are diminishing and many members of our community will lose their jobs, potentially adding to an already high unemployment rate in the valley.

We must provide workforce development to help the unemployed and underemployed gain valuable skills. I strongly support KCBEX's goal of using the curriculum developed and delivered by KCBEX as a blueprint for other non-profit vocational education programs.

I am a strong supporter of workforce development and training residents to keep jobs local. Not only will we be able to train those with no experience, but we can provide supplemental training to those looking to strengthen their transferable skills. This will help to provide the

tools that residents need to thrive in our state and will help our region find effective ways to help citizens in need get back on their feet.

Thank you for your consideration of KCBEX and support for rural residents in California's 16th district.

Sincerely,

A handwritten signature in black ink, appearing to read "Shannon Grove". The signature is written in a cursive, flowing style with large, connected letters.

Senator Shannon Grove
California's 16th Senate District

STATE CAPITOL
P.O. BOX 942849
SACRAMENTO, CA 94249-0034
(916) 319-2034
FAX (916) 319-2134

DISTRICT OFFICE
4550 CALIFORNIA AVENUE, SUITE 740
BAKERSFIELD, CA 93309
(661) 395-2995
FAX (661) 395-3883

EMAIL
Assemblymember.Fong@assembly.ca.gov

Assembly California Legislature



VINCE FONG
ASSEMBLYMEMBER, THIRTY-FOURTH DISTRICT

COMMITTEES
VICE CHAIR: TRANSPORTATION
APPROPRIATIONS
BUDGET
UTILITIES AND ENERGY
RULES, REPUBLICAN ALTERNATE

SUBCOMMITTEES
BUDGET SUBCOMMITTEE NO. 3 ON
RESOURCES AND TRANSPORTATION

September 14, 2020

Channing Shepard
Environmental Protection Agency Headquarters
1200 Pennsylvania Avenue N.W.
Mail Code: 5105T
Washington D.C. 20460

Re: EPA Environmental Workforce Development and Job Training (EWJDT) Grant – Kern County Builders Exchange (KCBEX)

I am writing to support the Kern County Builders Exchange (KCBEX) in their endeavor to obtain the EPA's Environmental Workforce Development and Job Training Grant.

Kern County continues to grow and diversify its economic portfolio. Like many areas across the country, the COVID-19 pandemic has had an immense impact, causing unemployment to skyrocket to 17.5% as of July 2020. The Oil and Gas industry has a huge financial impact on the region, but as the state of California transitions to green policies, Kern County knows that it must adapt to survive.

If KCBEX is awarded the EWJDT grant, local businesses will have a partner in training as we help to put citizens to work, enhancing our skilled workforce. This grant will also encourage collaboration with our region's Environmental Protection Agency representative. Working together to understand the needs of environmental industries will be crucial to continuing to further Kern's economy and help those citizens in rural areas achieve access to education and employment.

Thank you for your consideration of KCBEX and support for rural residents in California's 34th district.

Sincerely,

Assemblyman Vince Fong
34th Assembly

A handwritten signature in blue ink that reads "Vince Fong".



September 21, 2020

Mr. Channing Shepard
U.S. Environmental Protection Agency
1200 Pennsylvania Avenue, NW
Washington, D.C. 20460

Re: EPA Environmental Workforce Development and Job Training (EWJDT) Grant – Kern County Builders Exchange (KCBEX)

Dear Mr. Shepard,

On behalf of the Kern Economic Development Foundation (KEDF), I am writing to support the Kern County Builders Exchange (KCBEX) in their efforts to obtain the EPA's Environmental Workforce Development and Job Training Grant (EWJDT).

KEDF is a research-based and educational 501(c)(3) non-profit organization that aids Kern County businesses and communities in reaching their full economic potential. KEDF's purpose is to research, organize, and disseminate information and education to the public and business community to facilitate sustainable growth and development in Kern County.

KEDF is a leading proponent of developing innovative workforce development initiatives and programs that address the ever-changing needs of the region's employers. In fact, the "availability of skilled labor" is the top site selection factor for businesses seeking to relocate or expand their operations. EWJDT's funding will help provide the necessary tools for our residents to pursue opportunities that provide significant upper mobility opportunities.

Thank you for your consideration of KCBEX's commitment and obligation to add value to the region's talent retention and attraction efforts.

Sincerely,

A handwritten signature in blue ink, appearing to read "Richard D. Chapman", is enclosed in a light blue rectangular box.

Richard D. Chapman
Executive Director



September 14, 2020

Channing Shepard
Environmental Protection Agency Headquarters
1200 Pennsylvania Avenue N.W.
Mail Code: 5105T
Washington D.C. 20460

Re: EPA Environmental Workforce Development and Job Training (EWJDT) Grant – Kern County
Builders Exchange (KCBEX)

I am writing to support the Kern County Builders Exchange (KCBEX) in their endeavor to obtain the EPA's Environmental Workforce Development and Job Training Grant.

To say that Kern County is supportive of its veterans is an understatement. This community provides support structures and assistance to our veterans in need, honoring those who have served in our Nation's military. Currently 4.7% of Kern's population is a veteran, with 71% of that population in the workforce. With over 30,000 veteran residents participating in the workforce, Kern County possesses an untapped resource for workforce development and training.

The Kern Patriot Partnership (KPP), operated by the Kern County Veterans Service Department, is connecting Kern County veterans with local employers and will be a huge asset to KCBEX in connecting veteran trainees with employment. Employers benefit from hiring veterans; military personnel are often cross trained in multiple skills and have experience in varied tasks and responsibilities. Many veterans have learned what it means to put in a hard day's work. They have also come to appreciate the challenges and satisfaction of a job well done. Much of this experience can translate to their participation in the workforce making the veteran an asset on the job.

Kern County's Veteran Services Department is eager to collaborate with KCBEX for outreach and recruitment of veterans for this proposed training. Thank you for your consideration of KCBEX and support for Kern County veterans.

Sincerely,

A handwritten signature in black ink, appearing to read 'Josh Dhanens', with a stylized flourish extending to the right.

Josh Dhanens
Director, Veterans Service Dept.
Kern County

Brown's Construction Service, Inc.

3736 Gilmore Ave
Bakersfield, CA 93308
Phone (661) 439-3820
Fax (661) 615-2100
License No. 820808



September 18, 2020

Channing Shepard
Environmental Protection Agency Headquarters
1200 Pennsylvania Avenue N.W.
Mail Code: 5105T
Washington D.C. 20460

Re: EPA Environmental Workforce Development and Job Training (EWJDT) Grant – Kern County Builders Exchange (KCBEX)

Dear Mr. Shepard,

On behalf of Brown's Construction Service, Inc. (BCSI) I am writing to state my support for the Kern County Builders Exchange's (KCBEX) proposal to train low-income and underserved individuals from communities in Kern County, Fresno County, King County, San Luis Obispo County, Santa Barbara County, Tulare County and Ventura County. KCBEX's expertise in administering skills-building training and track record in community engagement will undoubtedly be invaluable if approved for this grant.

Browns Construction Service, Inc. (BCSI) is a construction and site maintenance company based in Kern County who perform projects throughout the state of California. BCSI has provided quality construction and site maintenance services throughout California for over 30 years. We have a focus on oilfield construction and maintenance, environmental remediation, and well abandonment work.

As a member of KCBEX's Board of Directors and a local employer specializing in brownfield remediation, I can attest to the need of a skilled and trained workforce. My company has seen a large increase in demand for environmental remediation projects, especially in areas targeted by KCBEX's proposed target areas. I have seen the skills gaps and the need for qualified employees in this line of work. Because of this, I am committing to hiring graduates of KCBEX's proposed training program. The proposed curriculum will not only train those without experience but will help to fully develop those residents with transferable skills.

BCSI enthusiastically supports KCBEX efforts to secure funding through the EPA's Workforce Development and Job Training Grant in order to assure that we are well positioned to meet the projected growth in our industry. Please consider this to be our letter of commitment to work with KCBEX to hire their graduates for our projects throughout the state.

Sincerely,

A handwritten signature in blue ink, appearing to read "Robert Watson", is written over the word "Sincerely,".

Robert Watson
General Manager
Brown's Construction Service, Inc.

| Application for Federal Assistance SF-424 | | |
|--|--|--|
| * 1. Type of Submission: <input type="checkbox"/> Preapplication <input checked="" type="checkbox"/> Application <input type="checkbox"/> Changed/Corrected Application | * 2. Type of Application: <input checked="" type="checkbox"/> New <input type="checkbox"/> Continuation <input type="checkbox"/> Revision | * If Revision, select appropriate letter(s): <input type="text"/> * Other (Specify): <input type="text"/> |
| * 3. Date Received: <input type="text" value="09/22/2020"/> | 4. Applicant Identifier: <input type="text"/> | |
| 5a. Federal Entity Identifier: <input type="text"/> | 5b. Federal Award Identifier: <input type="text"/> | |
| State Use Only: | | |
| 6. Date Received by State: <input type="text"/> | 7. State Application Identifier: <input type="text"/> | |
| 8. APPLICANT INFORMATION: | | |
| * a. Legal Name: <input type="text" value="Kern County Builders Exchange"/> | | |
| * b. Employer/Taxpayer Identification Number (EIN/TIN): <input type="text" value="REDACTED"/> | * c. Organizational DUNS: <input type="text" value="1513259250000"/> | |
| d. Address: | | |
| * Street1: <input type="text" value="4130 Ardmore Avenue"/> | Street2: <input type="text" value="Suite 100"/> | |
| * City: <input type="text" value="Bakersfield"/> | County/Parish: <input type="text" value="Kern"/> | |
| * State: <input type="text" value="CA: California"/> | Province: <input type="text"/> | |
| * Country: <input type="text" value="USA: UNITED STATES"/> | * Zip / Postal Code: <input type="text" value="93309-7217"/> | |
| e. Organizational Unit: | | |
| Department Name: <input type="text"/> | Division Name: <input type="text"/> | |
| f. Name and contact information of person to be contacted on matters involving this application: | | |
| Prefix: <input type="text" value="Mr."/> | * First Name: <input type="text" value="Jason"/> | |
| Middle Name: <input type="text" value="A"/> | * Last Name: <input type="text" value="Arvizu"/> | |
| Suffix: <input type="text"/> | Title: <input type="text" value="Safety & Risk Advisor"/> | |
| Organizational Affiliation: <input type="text" value="Kern County Builders Exchange"/> | | |
| * Telephone Number: <input type="text" value="661-809-4417"/> | Fax Number: <input type="text"/> | |
| * Email: <input type="text" value="training@kcbex.com"/> | | |

Application for Federal Assistance SF-424

*** 9. Type of Applicant 1: Select Applicant Type:**

N: Nonprofit without 501C3 IRS Status (Other than Institution of Higher Education)

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

* Other (specify):

*** 10. Name of Federal Agency:**

Environmental Protection Agency

11. Catalog of Federal Domestic Assistance Number:

66.815

CFDA Title:

Environmental Workforce Development and Job Training Cooperative Agreements

*** 12. Funding Opportunity Number:**

EPA-OLEM-OBLR-20-03

* Title:

FY21 ENVIRONMENTAL WORKFORCE DEVELOPMENT AND JOB TRAINING (EWDJT) GRANTS

13. Competition Identification Number:

Title:

14. Areas Affected by Project (Cities, Counties, States, etc.):

1234-California Areas Affected by Proposed

Add Attachment

Delete Attachment

View Attachment

*** 15. Descriptive Title of Applicant's Project:**

Providing workforce development and job training in California's Fresno, Kern, Kings, San Luis Obispo, Santa Barbara, Tulare and Ventura Counties for petroleum brownfield remediation efforts.

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

Application for Federal Assistance SF-424

16. Congressional Districts Of:

* a. Applicant

* b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

17. Proposed Project:

* a. Start Date:

* b. End Date:

18. Estimated Funding (\$):

| | |
|---------------------|---|
| * a. Federal | <input type="text" value="200,000.00"/> |
| * b. Applicant | <input type="text" value="0.00"/> |
| * c. State | <input type="text" value="0.00"/> |
| * d. Local | <input type="text" value="0.00"/> |
| * e. Other | <input type="text" value="0.00"/> |
| * f. Program Income | <input type="text" value="0.00"/> |
| * g. TOTAL | <input type="text" value="200,000.00"/> |

*** 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

a. This application was made available to the State under the Executive Order 12372 Process for review on

b. Program is subject to E.O. 12372 but has not been selected by the State for review.

c. Program is not covered by E.O. 12372.

*** 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**

Yes No

If "Yes", provide explanation and attach

21. *By signing this application, I certify (1) to the statements contained in the list of certifications and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix: * First Name:

Middle Name:

* Last Name:

Suffix:

* Title:

* Telephone Number: Fax Number:

* Email:

* Signature of Authorized Representative: * Date Signed: